

# Implementation Year 3: K-12 Principal<sup>1</sup>

## Student Academic Progress

Student Academic Progress Data	Category	Point Value	School Level Data	Point Value	Point Determination	
40 Points (33% of total)	Achievement	8	Achievement Goal(s)	4	4 points: Complete Attainment 3 points: High Attainment 2 points: Moderate Attainment 1 point: Minimal Attainment	
			Percent Passing AIMS & AIMS A <sup>2</sup>	2	2 points: ≥84% 1 point: 44%-83% 0 points: <44%	
			ELL Reclassification <sup>2</sup>	2	2 points: Met all criteria below • 95% tested • 10 or more ELL students • ≥23% reclassified FAY students 0 points: Did not meet all criteria above	
	Growth	24	Growth Goal(s)	8	8 points: Complete Attainment 6 points: High Attainment 4 points: Moderate Attainment 2 points: Minimal Attainment	
			Median Student Growth Percentile <sup>2</sup>	4	4 points: ≥59 3 points: 48-58 2 points: 37-47 1 point: 26-36 0 points: <26	
			ELL Performance Level (AZELLA)	4	4 points: ≥60% of ELL students showed progress across AZELLA performance levels 3 points: 36%-59% 2 points: 12%-35% 1 point: 1%-11% 0 points: <1%	
			Catch Up Median Ratio of Student Growth Target-Reading	4	4 points: Median Ratio ≥1 2 points: 0.4-0.9 0 points: <0.4	Sum of points from both levels divided by 2 to total up to 4 points
			Move Up Median Ratio of Student Growth Target-Reading		4 points: Median Ratio ≥0.6 2 points: 0.4-0.5 0 points: <0.4	

			Catch Up Median Ratio of Student Growth Target-Mathematics	4	4 points: Median Ratio $\geq 0.8$ 2 points: 0.5-0.7 0 points: $< 0.5$	Sum of points from both levels divided by 2 to total up to 4 points
			Move Up Median Ratio of Student Growth Target-Mathematics		4 points: Median Ratio $\geq 0.7$ 2 points: 0.5-0.6 0 points: $< 0.5$	
	Career & College Ready	8	Percent of Grade 8 students who earned Exceeds on AIMS Mathematics	2	2 points: $\geq 21\%$ of students earned Exceeds on AIMS Mathematics 1 point: 3%-20% 0 points: $< 3\%$	
			AIMS CCR Equivalent Score- Reading	2	2 points: $\geq 42\%$ of students met AIMS CCR Equivalent Score- Reading 1 point: 12%-41% 0 points: $< 12\%$	
			AIMS CCR Equivalent Score- Mathematics	2	2 points: $\geq 30\%$ of students met AIMS CCR Equivalent Score- Mathematics 1 point: 6%-29% 0 points: $< 6\%$	
			Graduation Rate	1	1 point: 4 year graduation rate $\geq 75\%$ 0 points: 4 year graduation rate $< 75\%$	
			Attendance Rate (School Level)	1	1 point: $\geq 90\%$ 0 points: $< 90\%$	

Performance				
Performance	Leadership Standards		Point Value	Functions
60 Points (50% of total)	Standard 1	Shared Vision	15	a. Collaboratively develop/implement mission/goals b. Collect/use data to assess effectiveness c. Create/implement plans to achieve goals d. Promote continued and sustainable improvement e. Monitor, evaluate, revise plans
	Standard 2	Learning/Instruction	15	a. Culture of collaboration, trust, learning b. Comprehensive, rigorous curriculum c. Personalized, motivating environment for students d. Supervise instruction e. Accountability system/monitor progress f. Develop instructional leadership and staff capacity g. Maximize time for instruction h. Promote use of technology i. Monitor and evaluate instructional program
	Standard 3	Management	10	a. Monitor/evaluate the management and operations b. Obtain, allocate, align resources c. Protect welfare and safety of students and staff d. Develop capacity for distributed leadership e. Ensure teacher and organizational time is focused on instruction/learning
	Standard 4	Collaboration	10	a. Collect data pertinent to the educational environment b. Promote understanding and use of cultural, social and intellectual resources c. Build and sustain positive relationships with families d. Build and sustain positive relationships with community
	Standard 5	Professionalism	5	a. Ensure system of accountability for every student's success b. Model self-awareness, reflective practice, ethical behavior c. Safeguard the values of democracy, equity and diversity d. Consider moral and legal consequences of decisions e. Promote social justice and student needs
	Standard 6	Education System	5	a. Advocate for children, families and caregivers b. Act to influence local state and national decisions c. Assess, analyze, anticipate and adapt emerging trends

Surveys			
Survey	Survey Source	Point Value	Point Determination
20 Points (17% of total)	Student Survey	5	5 points: 79% of student survey mean scores were a 3 or above; 3 points: 55%-78% of student survey mean scores were a 3 or above 2 points: 31%-54% of student survey mean scores were a 3 or above 0 points: <31% of student survey mean scores were a 3 or above
	Parent Survey (School level)	7	7 points: ≥78% of the parent survey mean scores were a 3 or above 3 points: 41%-77% of parent survey mean scores were a 3 or above 0 points: <41% of parent survey mean scores were a 3 or above
	Self-Review	1	1 point: Principal completed self-review 0 points: Principal did not complete self-review
	Teacher Survey	7	7 points: 53% of teacher survey mean scores were a 4 or above 6 points: 44%-52% of teacher survey mean scores were a 4 or above 5 points: 35%-43% of teacher survey mean scores were a 4 or above 4 points: 26%-34% of teacher survey mean scores were a 4 or above 3 points: 17%-25% of teacher survey mean scores were a 4 or above 2 points: 8%-16% of teacher survey mean scores were a 4 or above 0 points: <8% of teacher survey mean scores were a 4 or above

Summative Score of the Three Components	
Point Value	Point Determination
120	120-108 points: Highly Effective 107-85 points: Effective 84-60 points: Developing <60 points: Ineffective

Note: 1. The information being provided in the rating table is part of a principal evaluation system and has not yet been validated. ADE recommends that LEAs do not wholly rely on the information provided in these tables when designating summative principal classifications as part of the evaluation process, without piloting rating system first.